



BREAKING BARRIERS

to Employment Initiative

AB628 Breaking Barriers to Employment Initiative

Q&A - Week of July 11

Q1. Are we required to use CalJOBS for participant and fiscal reporting?

A1. No, all reporting and invoicing will be completed through the Cal E-Grants portal, powered by Salesforce.

Q2. Do participants need to be eligible to work in the US?

A2. No, they do not need to have work authorization to be eligible.

Q3. Do participants need to be registered for selective service?

A3. No, this is not a requirement.

Q4. Are there standards for performance? For example, minimum number of participants served, employment rate, credential rate, etc?

A4. Performance will be measured based on the grantee's progress toward goals and outcomes stated in their proposal. Grantees will additionally be evaluated based on the evaluation criteria set forth in the RFA. While there are no minimum requirements, the outcomes stated in the proposal should be aligned with the funding amount requested and the goals of the initiative.

Q5. If our subrecipient has staff that meets the percentage requirements for bonus points, does that count?

A5. The bonus points available for percentage requirements are based upon the lead applicant organization's makeup.

Q6. Could you please let me know whether participants who are funded by this funding stream need to be entered in Cal jobs?

A6. No, we will only be utilizing the Cal E-Grants portal for reporting purposes.

Q7. Could you tell me what the maximum award amount is for this funding opportunity?

A7. Applicants defined as **small CBOs** may request **up to \$300,000** in grant funds to complete proposed grant activities. Applicants with annual **budgets exceeding \$1.5M** may request **up to \$750,000** in grant funds to complete grant activities.

Q8. I received notice of the AB 628 Initiative, and would like to clarify eligibility criteria. It looks like community colleges are not eligible to be applicants?

A8. Community Colleges are not eligible to serve as the lead applicant but are encouraged to be a partner to a Workforce Development Board or Community-based Organization that is applying as the lead agency.

Q9. Could you clarify whether an eligible CBO can submit multiple applications as the lead applicant? Or can an eligible CBO be the lead applicant on only one application, but also partner with other CBOs and workforce development boards on separate applications?

A9. Organizations may submit one application as a lead and may also serve as a partner on applications submitted by different organizations.

Q10. How should CBO's describe how the relationship with WDB's will be effective? Will this have any points tied to it?

A10. This can be accomplished in the Narrative section of the application. Applicants will be scored based on their ability to demonstrate collaborative working partnerships.

Q11. How can organizations serving undocumented individuals describe their services, since regular labor market outcomes are not an option? Can services like workplace training, know-your-rights training and things like that can be included, and make them competitive?

A11. Yes, these services are eligible activities under this funding. The evaluation criteria outlined in the RFA are inclusive of both labor market outcomes as well as educational

outcomes. Applicants should develop outcome goals based on their target population(s) and in alignment with the criteria stated in the RFA.

Q12. Can programs that are already underway be funded to expand?

A12. Yes, as long as the program approach and services delivered are aligned with the goals and requirements of the initiative as stated in the RFA.

Q13. If larger organizations include smaller CBO's in their proposal would that help them get points (since some of the incentive points are specifically for smaller CBO's)?

A13. The bonus points available for small CBOs are reserved for small CBOs that serve as the lead applicant. However, larger organizations are encouraged to partner with small CBOs and should include these partnerships in their applications. Applicants will be scored on their ability to demonstrate collaborative partnerships that provide services directly to the target population(s) identified.

Q&A - Week of July 18

Q14. Can you please confirm if a CBO can be in two applications, one as the lead applicant and one in which the workforce board is the lead applicant?

A14. Yes, organizations may submit one application as a lead and may also serve as a partner on applications submitted by a different organization or a workforce board that is the lead applicant.

Q15. Can two small CBOs apply for the RFP together or do we have to apply separately?

A15. You will need to select one lead applicant. Additional CBOs may be included as partners and may be subcontracted to perform work.

Q16. Do we need to send an intent to apply for the RFP?

A16. No, an intent to apply is not necessary. A completed application needs to be submitted by the deadline, which is **Friday, September 2, 2022, by 5:00pm PT**

Q17. When you state that we need to collaborate with the Workforce Development Board, does that include the WIOA Youth Providers that are managed by the Workforce Development Board or the AJCC?

A17. The collaboration must be directly with a Workforce Development Board and its programs. Additional partners, including third-party providers, may also be a part of the collaboration.

Q18. What is the Foundation for California Community Colleges' definition of a community-based organization?

A18. According to [20 USC § 7801\(5\)](#), the term “community-based organization” means a public or private nonprofit organization of demonstrated effectiveness that— (A) is representative of a community or significant segments of a community; and (B) provides educational or related services to individuals in the community. The Foundation for California Colleges does require proof of 501c3 status.

Q19. Partnership with small CBOs with annual budgets of less than \$1.5M is emphasized, but there's no clear definition of a CBO as the lead agency. What is the definition of a CBO?

A19. According to [20 USC § 7801\(5\)](#), the term “community-based organization” means a public or private nonprofit organization of demonstrated effectiveness that— (A) is representative of a community or significant segments of a community; and (B) provides educational or related services to individuals in the community. The Foundation for California Colleges does require proof of 501c3 status.

Q20. Other than specific diversity requirements listed under bonus points, are there other restrictions or selection priorities that would make an application from a U.S.-based refugee resettlement agency, such as the IRC, ineligible or less competitive?

A20. All CBOs with proof of 501c3 status and Local Workforce Development Boards in California with experience in providing services consistent with the objectives of this initiative and the populations specified are invited to apply. The selection committee will seek to award a diverse pool of applicants based on a ranking of application scores in combination with factors such as geographic distribution of funds, reasonableness of funding request, representation of organizations by size, populations served, etc.

Q21. Will there be LoS templates that both CBOs and LWDBs can use when they want to partner with one another on a project proposal?

A21. There is not a Letter of Support (LoS) template for this initiative.

Q22. What is a reasonable cost per participant served for the Breaking Barriers Initiative?

A22. There is not a specified cost per participant specific to Breaking Barriers. For guidance, CWDB uses a cost per of \$12,000 for similarly funded programs. Funding amounts requested should be reasonable and aligned with the applicant's goals and deliverables.

Q23. What was the cost per range for the AB 1111 Breaking Barriers to Employment Initiative?

A23. CWDB uses a cost per participant of \$12,000 for similarly funded programs.

Q24. Does the proposed project need to be brand new, or can it represent the continuation of an innovative and proven pilot that serves the purposes of AB 628?

A24. No, the proposed project can be an established initiative that has proven to address racial, ethnic, and socioeconomic disparities in the labor market.

Q25. Can a project that includes the expansion of an existing program also include some funding for the existing program?

A25. Grants funds must be used for the proposed project outlined in the application. Funds may support an existing program that is implementing innovative approaches to and proven practices for addressing racial, ethnic, and socioeconomic disparities in the labor market as aligned with the goals of the initiative.

Q26. For the partner letters, who should they be addressed to? Someone at CWDB or FoundationCCC?

A26. Letters of Support may be addressed to the Breaking Barriers Solicitation Team at the Foundation for California Community Colleges.

Addendum to RFA and related Q&A:

Bonus available under the Target Populations section of the scoring rubric outlined in the RFA have been revised.

The following three statements have been removed:

- *At least 51% of its board of directors identify as immigrants/people of color (1 point),*
- *51% of executive leadership identify as immigrants/people of color (1 point) and/or,*
- *At least 51% of the population being served identify as immigrants/people of color (1 point).*

The following was added to align more closely with AB628:

- *At least 51% of executive leadership reflects the target populations they serve (2 points).*

Q27. Can you clarify how many applications a single organization can be part of? In theory could an organization be the lead on 1 application and simultaneously the partner on multiple others?

A27. Yes, organizations may submit one application as the lead agency and may also serve as a partner on applications submitted by a different organization or a workforce board that is the lead applicant.

Q28. Assuming the partnership team includes WDBs in the proposed areas of work, would a statewide application with a CBO as the lead that has a presence throughout the state be allowed? Or is the RFP looking for local and regional level partnerships only?

A28. In accordance with the RFA, services under Breaking Barriers shall be delivered at the local and regional level through collaborative partnerships. CBOs with a statewide presence may still apply given that the programs and services are aligned with local and regional needs and delivered in collaboration with local and regional partners.

Q29. Would it be possible for a university (Ex: University of California, Irvine) to partner with a CBO on this project?

A29. Yes, higher education institutions may serve as additional partners. The lead applicant must be a CBO or Local Workforce Development Board.

Q30. Where do the definitions used in the glossary section come from?

A30. The definitions used in the glossary are primarily sourced from current or previous CA Bills related to the initiative or similar terms defined by other state agencies, such as the Office of the Governor. Those definitions in the glossary that do not fall under either of those categories were sourced from educational institutions in California.

Q31. What does "education outcomes" entail? Does this mean credential attainment, passing exams, or receiving a diploma?

A31. Education outcomes may include a variety of metrics that support participants in their ability to enter, be retained, and advance in the labor market.

Q32. Since AB 628 is funded by the state and not federal government, are there other ways that organizations can meet their reporting obligations?

A32. Reporting obligations and metrics will directly align with the goals and objectives of the initiative and evaluation criteria established in the RFA. Additionally, awarded grantees will be measured based on their progress toward the outcomes specified in their grant proposal.

Q33. There are certain eligible activities that may not fall neatly within WIOA definitions of educational outcomes. One example that comes to mind is know-your-rights trainings: though it does have a natural educational element to it, it's just as much about worker empowerment and improving existing working conditions. Are there examples you're envisioning on how to craft a successful proposal that includes this activity?

A33. Breaking Barriers is not funded through WIOA and is subject to a different set of criteria (as outlined in the RFA and in accordance with [AB 628](#)). This is a competitive solicitation, and guidance cannot be provided on creation of a successful proposal.

Q34. Can public funding sources be used as the Cash Match Requirement as long as they go towards overlapping project activities? Thinking of ORR RCP or RES funding.

A34. Yes.

Q35. We will develop a curriculum for courses specific to the population we plan to serve. Is the development of the curriculum an allowable cost?

A35. Yes, that would be an allowable cost as long as it is clearly aligned to the objectives of the outlined program.

Q36. How much space is available for the narrative for each section or question in the application?

A36. There is a 3,000 character limit in each text field of the narrative.

Q37. Is a project designed to deliver self-employment and entrepreneurship training eligible? This would include entrepreneurial training, assistance to formally establish a business.

A37. Yes. As stated in the RFA, entrepreneurial training and support for small business development is an eligible activity.

Q38. What are the terms and conditions of this funding and what is the max requested funds?

A38.

- Applicants defined as **small CBOs** may request **up to \$300,000** in grant funds to complete proposed grant activities
- Applicants with annual **budgets exceeding \$1.5M** may request **up to \$750,000** in grants funds to complete grant activities.
- Please read the RFA for more detail on grant eligibility and requirements:
https://cwdb.ca.gov/wp-content/uploads/sites/43/2022/07/22_07_11_AB628-Breaking-Barriers-RFA_FINAL_ACCESSIBLE.pdf

Q39. Would you be so kind as to inform me where the link to this grant application can be found? Would you also please provide the due date for the application?

A39.

- The application is available online through Cal E-Grants under the Funding Opportunities tab <https://caetp.force.com/calegrants/s/>.
- Organizations must create an account in order to apply and can add multiple users to collaborate on the application. **Only applications submitted through Cal E-Grants will be accepted.**
- Applications must be submitted by **Friday, September 2, 2022 by 5:00pm PT.**

Office Hours Session 1 Notes (08/01/22):

Q40. Can someone please tell me whether universities are eligible to apply?

A40. The lead applicant must be a CBO or Local Workforce Development Board. Universities can be partners but can not act as a lead applicant. Higher education institutions may serve as additional partners.

Q41. CBOs can be fiscally sponsored, correct?

A41. Yes.

Q42. Will these slides be available to the participants?

A42. The slides will not be shared as the content is available through resources on the Breaking Barriers web page.

Q43. How many grant awards will each region be awarded?

A43. There isn't a defined number for each region. Per the RFA, recommendations for funding will take multiple factors into consideration, including geographic distribution of funds.

Q44. If a small CBO is fiscally sponsored by a larger CBO, which organization will apply as the lead applicant for the grant?

A44. The larger CBO.

Q45. Is it possible for program participants (trainees) to be located in multiple counties in California? if yes then can the lead organization partner with two WDBs?

A45. Yes, services may be provided to participants in multiple counties. All WDBs in the service areas must be notified of the organization's intent to apply and at least one Letter of Support is required.

Q46. Could the following count as direct costs, or would some of them need to be indirect: (1) payroll taxes for program enrollees who get paid through the program, (2) worker's comp for program enrollees who get paid through the program, (3) worker's comp for trainers of individuals enrolled in the program, (4) computer software in order to provide training for individuals enrolled in the program. What would count as direct vs indirect costs?

A46. Payroll taxes and workers' compensation for program participants completing a grant related activity would be considered direct costs. Staff salaries can be included under the wage section. Staff salaries, taxes, and workers' compensation are considered administrative/indirect costs. Computer software and other items for purchase are direct costs.

Q47. Can a small CBO partner with a WIOA Youth Provider services/programs that is under the Workforce Development Board be used as in-kind services applied to the match requirement.

A47. Yes.

Q48. Could you elaborate as to what is an allowable activity under the Mental health services, trauma-informed care, and wraparound support services category?

A48. This activity category was left intentionally broad to encompass mental health service needs specific to the target population and community being served. Justification should be provided in the budget narrative to demonstrate the applicability of the service(s) being proposed.

Q49. Did you all say the cost per participant would be 12k per participant, or up to 12k?

A49. There is not a specified cost per participant for Breaking Barriers. If applicants are seeking guidance, the California Workforce Development Board uses a \$12,000 cost per participant calculation under similarly funded initiatives.

Q50. Qualifications of small CBO question- our operating budget is 1.2 million but what is reflected on our 990 is over 1.5 million due to non monetary donations it puts us over. Would we still apply as a small CBO?

A50. The determination for small CBOs will be based upon the tax documentation submitted with the application. Organizations with budgets exceeding \$1.5 million will not qualify as a small CBO, but may still apply for grant funding. The only variance is in the funding cap.

Q51. Follow up the question about training providers - "Does the training provider have to be on the ETPL?" as they would for WIOA.

A51. No, they don't have to be on the ETPL list.

Q52. We are a Workforce Accelerator Fund 10.0 recipient which runs through December 2023. Can we use Breaking Barriers funding to augment this program?

A52. Yes, as long as the program aligns with the goals of the initiative.

Q53. Regarding the allowable activity under the Mental Health, etc. Category, a specific activity we had in mind was Public Benefits/Social Services application assistance and navigation of services. Is that acceptable?

A53. Yes.

Q54. What's the age range for defining youth?

A54. The minimum age for youth is 16. There is not an upper age limit, however, participants served must be aligned with the categories defined in the target populations list in the RFA.

Q55. Just to clarify, there is no identified number of grant recipients and this is for the entire state of CA?

A55. Correct. There is not a specified number of grant recipients. Yes, funding is available for the entire state of CA.

Q56. Have you received any questions asking for advice on whom to reach out to at a LWDB if a CBO wants to propose a partnership?

A56. A list of Local Workforce Development Boards with links to their respective website can be found on [CWDB's website](#). The CA Workforce Association may also be a good starting point for CBOs looking to form partnerships.

Q57. Will the Office Hours slides be sent out afterward? And/or a recording of the first portion of the session?

A57. The Office Hour sessions are not recorded. All questions asked and answers provided will be shared in this public Q&A document. The slides will not be shared as the content is available through resources on the Breaking Barriers web page.

Q58. If a small CBO submits a budget for \$200K, is there a chance they will be awarded more or less?

A58. Applicants should request the amount needed to deliver the proposed activities. FoundationCCC reserves the right to request budget modifications if needed.

Q59. Is there a list of previously awarded projects?

A59. Yes, the list of awarded projects under AB1111 can be found at the link below. Please note there have been changes to the Breaking Barriers to Employment Initiative under the current funding opportunity through AB628.

http://www.northcentralcounties.com/AB1111_Announcement_12.2.19_Accessible.pdf

Q60. Can CBO's submit more than one grant serving a different grant population?

A60. Each organization can only submit one application but you can submit as a lead applicant and serve as a partner on other applications.

Q61. Can a fiscal sponsor also submit a grant application?

A61. No. Only one application is permitted per organization. If a larger CBO is a fiscal sponsor of a small CBO, the larger CBO may submit an application on behalf of the fiscally sponsored CBO. The fiscal sponsor may only submit one application.

Q62. Can an Organization with a Budget of way more than 1.5 Million in Budget apply?

A62. Yes. The funding cap will still be \$750k that they can apply for.

Q&A - Week of August 1

Q63. We are a \$20 million agency and we plan to apply for the AB628 Breaking Barriers grant. We understand that there is an emphasis on funding small nonprofits with budgets of \$1.5 million or less. We could apply as a \$20 million agency with our local workforce board to fund the development of an ECE apprenticeship program as part of the ECEPTS model. Alternatively, we could apply with a much smaller nonprofit to mobilize resources for our shared goal to support indigenous language speakers in our region. We understand this is a competitive process and we want to explore the option that most closely aligns with FoundationCCC's and CA Workforce Development Board's priorities and goals. Can you share guidance on the best use of funds to help us determine how best to approach our application?

A63. FoundationCCC is not able to provide this type of guidance. Applicants should propose programs that have innovative approaches to, and proven practices for, addressing racial, ethnic, and socioeconomic disparities in the labor market and align closely with the goals of this initiative. Organizations of any size that meet the eligibility criteria are invited to apply.

Q64. What type of connection to America's Job Center is required as part of the partnership?

A64. Workforce Development Boards are required partners under this funding and a letter of support must be submitted. The **role of local workforce development boards** shall be to ensure a connection between community-based organizations and the America's Job Center of California system to integrate individuals served by community-based organizations under this initiative into the education system and broader workforce for employment.

Q65. Can the CBO Executive Director be on the payroll for providing services related to the grant project? (Example: doing workforce readiness orientations,

information sessions, workshops, career counseling, job placement etc., as long as we only use 10% of grant funds for administrative cost.)

A65. Yes.

Q66. What kind of funding qualifies for the 20% in-kind match? For example, can other state or federal funding (e.g. WIOA) qualify or is it limited to outside funding?

A66. State and federal funding sources may be leveraged as match.

Q67. Question regarding page 8, Eligible Activities, item g. Can you please clarify the use of funds for "Stipends and income and language supports for trainees". Example, may we use in the range of 4,000 as stipends for a pre-apprenticeship program?

A67. Yes, stipends are eligible activities. It will be up to applicants on how to use them and what amount. There are specific regulations around stipends, W2 employment, etc under California labor law that should be adhered to.

Q68. We're looking at this grant, in partnership with our local WIB, and wonder what the expected scope of applicants served in a year looks like in a competitive application. Also, is job placement a factor to track as part of the grant outcomes?

A68. There is not a defined number of participants to be served. The proposed number of participants served in relation to the activities outlined and the amount of funding requested will be taken into consideration. Job placement will be one of the metrics tracked. Performance will be measured based on grantee progress toward their proposed outcomes.

Q69. Is a program focused on providing self-employment and entrepreneurship training eligible for this RFA?

A69. Yes. As stated in the RFA entrepreneurial training and support for small business development is an eligible activity.

Q70. Can we apply for multiple counties?

A70. Yes, please make sure to identify and notify all local workforce development boards serving the counties identified and obtain at least one letter of support.

Q71. Can we use in-kind services that the Workforce Development Board -WIOA Youth Providers provide for youth?

A71. Subcontractor contributions will count toward match requirements. Non-cash resources, such as services, must be given a monetary amount.

Q72. Can the services that the CBO provide be counted as in-kind services?

A72. Yes. For in-kind match, non-cash resources, such as services, must be given a monetary amount.

Q73. Can you give an example of how many clients should be served with \$300,000 in grant funds?

A73. There is not a specified cost per participant specific to Breaking Barriers. For guidance, CWDB uses a cost of \$12,000 per participant for similarly funded programs. Funding amounts requested should be reasonable and aligned with the applicant's goals and deliverables.

Q74. Can a CBO apply for more than one grant if the grant proposal is supporting a different population?

A74. Each organization can only submit one application but you can submit as a lead applicant and serve as a partner on other applications.

Q75. Is it possible for program participants (trainees) to be located in multiple counties in California?

A75. Yes, please make sure to identify and notify all local workforce development boards serving the counties identified and obtain at least one letter of support.

Q76. If yes, could an organization partner with both San Diego Workforce Development and Los Angeles Workforce Development, for instance -- toward apprenticeship placement?

A76. Yes, the lead applicant can partner with multiple workforce boards. We ask that you identify all of them in your application. At least one Letter of Support is required.

Q77. Can grant funding be used for purchasing computers/technology access/software access for participants and developing the curriculum?

A77. Yes, as long as the costs are justified and in alignment with proposed grant activities.

Q78. Is there a requirement that our participants in workforce training be co-enrolled in WIOA?

A78. No they do not need to be co-enrolled

Q79. Is there any way we can see what the application looks like (the questions) in order to prepare the questions to be submitted into the portal? Is there a checklist?

A79. The application rubric table in Section IV of the RFA (linked below) provides an outline of questions and other components that will be in the application. To view the full application, you must create an account in the Cal E-Grants portal.

https://cwdb.ca.gov/wp-content/uploads/sites/43/2022/07/22_07_11_AB628-Breaking-Barriers-RFA_FINAL_ACCESSIBLE.pdf

Office Hours Session 2 Notes (08/03/22)

Q80. How is “executive leadership” defined?

A80. We define executive leadership as the team of executives who report to the leader of your organization, including the leader.

Q81. Must we list the full program objectives in the main proposal narrative? Or can we list the full objectives in the Work Plan?

A81. The narrative section can be used to summarize program objectives, and more detail should be provided in the Work Plan.

Q82. Are those without the right to work documentation eligible participants?

A82. Yes, they are eligible participants. This initiative does not require work authorization.

Q83. Is there a specific number of awards reserved for small or large CBOs?

A83. No, however this will be a factor in the selection process to ensure representation across organization size.

Q84. Is there a requirement that our participants in workforce training be co-enrolled in WIOA?

A84. No they do not need to be co enrolled.

Q85. What type of connection to America's Job Center is required as part of the partnership?

A85. Workforce Development Boards are required partners under this funding and a letter of support must be submitted. The **role of local workforce development boards** shall be to ensure a connection between community-based organizations and the America's Job Center of California system to integrate individuals served by community-based organizations under this initiative into the education system and broader workforce for employment.

Q86. The RFP does not indicate if job placements are required. Our project focuses on training-related outcomes and job placement numbers are more challenging to project.

A86. Applications should clearly indicate how the services and program provided will reduce barriers to employment and support career advancement, and may include examples of past successes. Job placements are one of multiple metrics that will be used under this initiative.

Q87. In the RFA, under participant plan, there are 4 categories. My question is if we don't include 1) post secondary education 2) apprenticeship, pre apprenticeship in our offerings , will that work against us?

A87. No, that would not work against you as long as the specific outcomes are aligned with the project you are proposing.

Q88. Does the CBO need to be on the ETPL?

A88. No, they do not need to be on the ETPL.

Q89. Is it a requirement to work with the Workforce Development board or can we apply independently - this may have been answered. Also, is it the county workforce development board or can it be a city workforce development board?

A89. It is a requirement to partner with a workforce development board. It can be either a county or city workforce development board that supports the population you are targeting.

Q90. Can the CBOs be fiscally sponsored?

A90. CBO's that are fiscally sponsored are eligible to apply. However, the appropriate lead applicant listed on the RFA is determined based on whose name appears when taxes are filed and which entity has 501c3 documentation.

Q91. Is it a requirement that we aim to have participants served by the breaking barriers transition to additional services through the workforce system? Or can they graduate from our program and just get follow up services from us?

A91. Services must be delivered through collaborative partnerships between CBO's and workforce boards.

Q92. The minimum requirement for CBOs is to partner with a workforce board. If our project only partners with workforce boards, and articulates a strong partnership...does this align with the spirit of expectations around partnerships?

A92. Yes, the only required partners are a workforce development board and community-based organization. If there are any other partners they must be listed.

Q93. Is a program that creates training and pipelines that break barriers to employment for a general group of people, rather than providing direct services to specific individuals, eligible for this funding?

A93. One of the goals for the Breaking Barriers initiative is to deliver direct services, whether they are delivered by the lead applicant or collaboratively through partner organizations.

Q94. Can an Organization with a CBO of over 50 Million still apply?

A94. Yes, they can still apply. However, the funding cap doesn't change. They will only be eligible for up to \$750k in funding.

Q95. If our proposal includes multiple communities or counties, what happens if some of the WDBs are happy to provide a LOS and some WDBs are unwilling to provide a LOS (as happened with AB1111)? I understand that they're not submitted Letters of Commitment, so the "ask" is less intensive. But nonetheless, we may have little to no ability to influence them in this regard.

A95. The intent of funding is to have a meaningful partnership. If a letter of support cannot be given that may signify their inability to meaningfully partner.

Q96. How will funding be disbursed? (performance, monthly invoices, etc.)

A96. The funding will be reimbursed based on a monthly invoice process. As listed in the RFA, grantees are able to request up to 20% advance payment to help with start up costs. We will be monitoring progress on outcomes, objectives and spend down. Training will be provided.

Q97. What type of connection to America's Job Center is required as part of the partnership?

A97. Workforce Development Boards are required partners under this funding and a letter of support must be submitted. The **role of local workforce development boards** shall be to ensure a connection between community-based organizations and the America's Job Center of California system to integrate individuals served by community-based organizations under this initiative into the education system and broader workforce for employment.

Q98. Do participants necessarily need to COMPLETE the program by the end of the grant funding period? Or can they still be "in process"?

A98. No, participants do not need to complete the program. Progress will be measured quarterly based on the outcome target numbers determined by each grantee in their application.

Q99. Can part of our proposed project be an existing grant with Ca WFDB?

A99. Yes. Having an existing grant attached to a program does not make you ineligible.

Q100. Our target audience is low income with language barriers and no need for wrap around services. Is that in the spirit of the audience that the RFA is looking for? Do wrap around services have to be in the budget?

A100. We can't offer advice on how to make the project more competitive. There isn't a requirement on how much wrap around supports are provided. Applicants should clearly articulate who the target audience is and how they can achieve family sustaining wages along with justification for the service delivery approach being proposed.

Q101. To even apply to this funding your organization must have a support letter from a workforce development board and your organization must partner with America's Job center?

A101. Workforce Development Boards are required partners under this funding and a letter of support must be submitted. The **role of local workforce development boards** shall be to ensure a connection between community-based organizations and the America's Job Center of California system to integrate individuals served by community-based organizations under this initiative into the education system and broader workforce for employment.

Q102. We're considering utilizing some of the funding for participant stipends. If some participants drop, which they do, can the funding identified for individuals' stipends be used to increase the amount we distribute to the remaining participants?

A102. Yes. Grantees will also be trained on how to submit budget modification requests.

Q103. For the RFA there is a section called In Kind. Could the facilitators expand on that?

A103. There is a required match of 20%, cash or in kind. The definition of in-kind match is a contribution of non-cash resources used specifically for project activities for example staff time on a project.

Q104. I'm part of a CBO that is fiscally sponsored and interested in this opportunity. Do we have to partner with a WDB?

A104. Yes it is at minimum a requirement to partner with a workforce development board.

Q105. Can you define a WDB and a list where we can find a WDB to partner with?

A105. The CA workforce Dev Board site is a good place to start.

https://cwdb.ca.gov/local_boards/local_workforce_investment_associations/

Q&A - Week of August 8

Q106. Can you please clarify eligibility?

A106. Community-based organizations with 501c3 status or Local Workforce Development Boards may apply as lead applicants.

Q107. Can a community-based organization submit an application by itself, without collaborating partners?

A107. No, partnerships shall include at minimum, one community-based organization and one local workforce development board. For example, if a CBO is the lead applicant, they are required to at minimum partner with one local workforce development board.

Q108. Can multiple community-based organizations submit a collaborative application together, without the involvement of a workforce development board?

A108. There can only be one lead applicant. A workforce development board is a required partner. Additional partners may be engaged to support the goals of this initiative.

Q109. Is an eligible organization allowed to submit a multi-regional proposal?

A109. Yes, as long as the project proposed is aligned with the intent of the initiative and all requirements are met as outlined in the RFA.

Q110. If we are to break out the cost categories listed above Stipends are only shown with the Work Experience cost category but in previous state grants it was categorized as a supportive service. We would like to offer stipends but not necessarily connected to only a Work Experience Activity. May we budget it as a supportive service?

A110. Stipends do not have to be tied to a work experience activity, but should still be listed as a Stipend in the indicated field on the application.

Q111. The RFA states that up to two bonus points may be awarded to lead applicants if at least 25 percent of their organization's staff reflects the target populations they serve. Our organization has over 2,500 employees, so it would be extremely cumbersome to document in the narrative or through our organizational chart the status of all these employees. For larger organizations, would it suffice to document that at least 25% of staff in the proposed AB628 program reflect the target population being served?

A111. Per the RFA, Organizations may submit an organizational chart OR other relevant supporting documentation to demonstrate this reflection. Applicants should use their best judgment to provide sufficient backup.

Q112. Is there a development person at our local WDB here in Riverside that we can reach out to? Do you know?

A112. We are unable to recommend specific contacts.

Q113. For Participant Plan, Section II: Can you please clarify what the following outcomes refer to? No. of Participants exited this quarter; does this number mean the number of people who drop out during the quarter? For the No. of participants

at the end of the quarter; does this mean the no. of participants who complete the training by the end of the quarter?

A113. The number of participants exited this quarter is referring to the estimated number of participants that will exit the program regardless of the reason during that time period (drop out, completed program, etc.). The number of participants at the end of the quarter should reflect the anticipated number of participants that are still being served at that time.

Q114. For Participant Plan, Section: Please clarify whether we are reporting the total number of participants for each particular quarter, or whether we are reporting cumulative number of participants since the beginning of the program.

A114. The participant numbers provided in each quarter should reflect the total for that given time period.

Q115. Marketing is not listed in the budget section. Can we add marketing to the budget or should we add marketing to indirect cost?

A115. Please see Table 1- Allowability of General Costs in the RFA. There are numerous advertising costs that are not allowable expenses. However, if you anticipate approved advertising expenses it can be added to the “other” category.

Q116. We want to offer incentives for participants to increase retainment and completion of the program. For the grant, are incentives considered supportive services or stipends? Are gift cards allowable?

A116. Stipends can be given to participants. However, we ask that you clearly articulate in your application what the purpose of the stipends is for. We will be reviewing all stipend requests on a case by case basis.

Q117. Is an eligible organization allowed to submit multiple proposals in different regions?

A117. Each eligible organization may only submit one application. Organizations may submit an application as the lead and also serve as partners on applications submitted by different lead entities.

Q118. For the in-person technical assistance requirements, it says a maximum of 3 implementation staff must attend. Can you confirm that ONE implementation staff can attend and satisfy this requirement? Can the implementation staff

person be a board member or other volunteer, if they are actively involved in the program?

A118. Yes, only one staff member attending will satisfy the requirement. However, we ask that the selected staff member be directly involved in the management or implementation of programming.

Office Hours Session 3 Notes (08/09/22)

Q119. Are committed/pending funds from other grantors considered leverage funds (match) as requested in the application?

A119. All committed funds must be received and on the books prior to disbursement of grant funds.

Q120. Does Breaking BArriers RFA support research & development of new workforce development programs for youth?

A120. Research cannot be the sole purpose of the proposal. Please review the goals and intent of the Breaking Barriers initiative.

Q121. For target populations, how do you define youth in terms of age range?

A121. We define youth to be between the ages of 16 and 24. However, keep in mind that there is no maximum age range for participants being supported through the Breaking Barriers Initiative.

Q122. One question I have is the requirement of a Workforce Development Board, will there be more clarity on what's requested of that?

A122. The role of local workforce development boards shall be to ensure a connection between community-based organizations and the America's Job Center of California system to integrate individuals served by community-based organizations under this initiative into the education system and broader workforce for employment. The intent of Breaking Barriers is to develop a fully formed collaborative partnership for optimal service delivery.

Q123. The RFP talks about demonstrating prior experience. We are a new organization. How should we address management experience?

A123. New organizations that are not able to demonstrate prior experience will need to do their best to demonstrate their organization's vision, mission, and capacity and highlight the experience their leadership team has supporting this work.

Q124. Could you expand on the reporting and invoicing requirements for this grant?

A124. Grantees will be required to track and enter specific data into the Cal E-Grants platform, powered by Salesforce, on a monthly cadence, in addition to submitting quarterly narrative reports.

To support implementation of grant activities, grantees may submit an invoice to receive up to 20% of their approved budget upon contract execution with FoundationCCC. Monthly invoices will be required to account for the spend down of advanced funds. The remaining awarded grant funds will be provided via a monthly reimbursement process.

Q125. Page 8 Eligible Activities states wages and stipends are allowed, so for clarity, if we choose to use the funds to pay stipends for pre-apprentices who are not yet eligible to be directly employed until the related instruction is complete, may we do so? And is there a cap to how much money can be paid in stipends, i.e. \$3,000 per person while they are in the pre-apprenticeship program.

A125. Yes, stipends are eligible activities. It will be up to applicants on how to use them and what amount. There are specific regulations around stipends, W2 employment, etc under California labor law that should be adhered to.

Q126. If my organization is the CBO (and lead) do we need to submit a letter of support from another CBO? Should we have an MOU with our local board?

A126. CBO applicants are required to submit a letter of support from their local workforce development board. Conversely, local WDBs that apply as a lead are required to obtain at least one letter of support from a CBO partner.

Q127. Page 12 - Procurement. If we have to seek multiple quotes for technology purchases over \$2,500 for each pre-apprentice, do we do this at the time when the expense is to happen, or do we need to seek quotes now for technology we anticipate? Ex: 20 laptops at \$500 each, do we need to provide that quote or just include in budget narrative?

A127. We recommend you seek quotes now so you can provide a more accurate estimate. For selected applicants, there will be training on submitting a budget modification request. We won't be asking you to submit formal quotes at this time.

Additionally, make sure to complete the supplemental budget tab if applicable.

Q128. If we will be working within multiple counties, do we need to have LOS from each county WDB or do we just need some right now as we determine who specifically will be the final partners?

A128. Partnerships shall include at minimum, one community-based organization and one local workforce development board. Letters of Support from the required partners must be submitted with the grant application.

Q129. What is the role of a Workforce Development Board?

A129. The role of local workforce development boards shall be to ensure a connection between community-based organizations and the America's Job Center of California system to integrate individuals served by community-based organizations under this initiative into the education system and broader workforce for employment.

Q130. Are participants in training programs required to have work authorization?

A130. No, participants are not required to have work authorization.

Q131. When you ask for leverage funds (match) can we include committed funding from foundations or other city/county level entities?

A131. Yes, you can use governmental match sources as long as the program or services leveraged are aligned with the intent of the initiative. All committed funds must be received and on the books prior to disbursement of grant funds.

Q132. Can you please provide a list of the specific data fields required to be entered on the portal monthly? We want to know, for example, what specific participant data we will be required to provide. Name, DOB, address, etc etc. Confidentiality is a critical issue for our population (immigrant survivors of violence).

A132. This has not been developed yet. However, if the data capture has the option to provide a SSN, it will not be required. You can choose to leave it blank or provide a pseudo.

Q133. Part 2- What is the requirement of a Workforce Development Board? Our CBO is a training program but also has a DBA company that hires the graduates and is providing on the job training.

A133. Workforce Development Boards are required partners under this funding and a letter of support must be submitted. The role of local workforce development boards shall be to ensure a connection between community-based organizations and the America's Job Center of California system to integrate individuals served by community-based organizations under this initiative into the education system and broader workforce for employment.

Q134. We focus on training mid-career individuals from socio economically depressed areas in entrepreneurialism. The focus seems to be on labor not employers. Is there any particular reason for or against Breaking Barriers not involving training individuals in being small business owners?

A134. As stated in the RFA, entrepreneurial training and support for small business development is an eligible activity.

Q135. Is there already a Google Sheets or Excel template budget that you want us to use?

A135. Yes, there is a budget template with formulas already embedded on the application website.

Q136. Page 5 indicates: "25 percent of the lead applicant organization's staff reflects the demographics of the application's target populations". Is this a requirement for the lead applicant or a bonus point?

A136. This is not a requirement for the application, but bonus points are available.

Q137. You stated services should be delivered collaboratively between the workforce board and CBO. Can you go into more detail about what you mean by that? We're proposing to provide the services in our application as a CBO, and referring to the workforce board as needed and accepting referrals as applicable. Is that not enough? Is the referral partnership enough?

A137. Solely a referral partnership as needed would be insufficient. The intent of Breaking Barriers is to develop a fully formed collaborative partnership for optimal service delivery.

Q138. Can you provide an example for the 25% staff/target population scenario? For example, our program serves vulnerable and housing insecure individuals; would we meet the stipulation by having staff with a history of homelessness?

A138. To fulfill this requirement, staff will need to identify with and reflect the target population(s) being served.

Q139. If the lead applicant wants to hire a consultant, do they need to go through a solicitation process or can they include their consultant of choice as part of their application and not worry about a solicitation process?

A139. We are not requiring that they go through a solicitation process.

Q140. Should the LOS be from the actual Workforce Development Board for the region - or from the entity that contracts with the board to provide all services?

A140. The Letter of Support should come directly from the partnering workforce development board.

Q141. Is there a Letter of Support Template that can be provided to the WDD board or partner CBOs?

A141. There is no letter of support template for this initiative.

Q142. Is the nature of the CBO/WDD partnership defined between the agencies or are there predefined guidelines already established.

A142. There aren't specific guidelines established. There is a collaborative partnerships section in the RFA that outlines the role of each entity. .

Q143. I was under the impression that the FoundationCCC provided the program evaluation.

A143. CWDB will be leading a separate solicitation process for a third-party evaluator. The Foundation for California Community Colleges Technical Assistance team will work in collaboration with the CWDB and their third party evaluator.

Q144. Would being awarded a Breaking Barriers grant affect (positively or negatively) the evaluation for also receiving a High Road Training Partnership grant from CWDB?

A144. We can't speak to HRTP specifically. If there are other grants you are looking to apply to, we'd recommend looking at the eligibility requirements as there can be stipulations in regards to current grant funding.

Q145. Any idea when the IT support office hours will take place?

A145. [Office Hours: Technical Support, Aug 23, 2022 10:00 AM to 11:30 AM Pacific Time](#)

Q146. What's a good per person cost to attend the three in-person sessions for accommodations, etc.?

A146. That will vary depending on where you are in the state. We recommend you look at flights for an estimate to the designated regions for these 3 convenings and budget for at least one night of costs.

Q147. We are still in the process of becoming a partner with the WDB in our main county of service. But we want to apply for our regional work across three counties. Are we only eligible if we have a confirmed WDB partnership and LOS with all three counties?

A147. No, per the RFA the requirement is only one Letter of Support from a workforce development board. If you intend to cross county lines, then you will need to notify each workforce board of your intent to apply. Programs may choose to scale and develop additional partnerships during the grant implementation period.

Q148. Is a need assessment an eligible cost?

A148. Yes, as long it is made clear in your application how the needs assessment is tied to your program initiative, which is aligned with the Breaking Barriers initiative.

Q149. Is the Department of Rehab a certified workforce development board?

A149. No, they are not a workforce development board, but they are eligible as an additional partner.

Q150. Where can I find the link to the list of the workforce development boards?

A150. https://cwdb.ca.gov/local_boards/local_workforce_investment_associations/

Q151. Please reconfirm reporting requirements...so Salesforce will not be required...just Cal E website?

A151. The Cal E grants platform, powered by Salesforce, will be the only platform utilized to track and enter data on a monthly cadence, in addition to submitting quarterly narrative reports.

Q152. Would an integrative program be eligible for this RFA?

A152. You may propose an integrative program but must be collaborative with a CBO. You will need to expand upon how that will work. You will need a Letter of Support from a workforce development board. You will need to clearly articulate the advancement opportunities for the population you will be serving.

Office Hours Session 4 Notes (08/10/22)

Q153. For in-person technical assistance, it says a maximum of 3 staff must attend. Can you confirm only one is fine? Board member OK?

A153. Yes, only one staff member attending will satisfy the requirement. However, we ask that the selected staff member be directly involved in the management and/or implementation of programming.

Q154. Is there some subset of eligible activities that is required, such as stipend + training, or degree completion + experience?

A154. There is not a subset of eligible activities that are required. Nonetheless, we ask that you clearly outline the activities and how they will support your goals.

Q155. If awarded the grant, what must be reported at a minimum? Same as WIOA?

A155. A finalized list of reporting metrics has not been released. Reporting requirements will be closely aligned with the criteria requirements outlined in the RFA in addition to the outputs and outcomes grantees propose in their application.

Q156. Are Adult Education Programs eligible to serve as Lead CBO?

A156. If the organization applying is a CBO with 501c3 status, they are eligible to apply as lead applicants.

Q157. We are wondering what reporting will be required. Would we be required to report on/collect data that supports what we state in the Participant Plan, or are there other data points that we need to collect or report on that are beyond what is in the RFA Participant Plan section?

A157. Yes, a portion of the reporting will be based on what is stated in the participant plan. A finalized list of reporting metrics has not been released. Reporting requirements will be closely aligned with the criteria requirements outlined in the RFA in addition to the outputs and outcomes grantees propose in their application.

Q158. If we serve a wide geographic population, would there be an expectation of partnering with boards in every locality in which people may be served? What level of linkages are needed at the inception of the request if part of this project will be to grow these relationships?

A158. A minimum of one local workforce development board is a required partner and a Letter of Support must be provided. If participants served cross localities, the additional local workforce development boards must be notified of the CBO's intent to apply. Applications should articulate the level of partnership with their Board partner(s) and the applicant's plan for strengthening collaborative partnerships.

Q159. 51% of Executive Leadership must be of target population – as we serve blind and low vision individuals who also fit into other target populations, would the Leadership need to be blind and low vision individuals to receive bonus points?

A159. The requirement is for Leadership to be representative of the target population(s) served. If multiple target populations are served, this broadens the criteria.

Q160. Is the application portal accessible to people who are blind and low vision, given there is no option for another process to apply?

A160. There is a PDF and print option. If additional accommodations are needed, please send us an email to breakingbarriers@foundationccc.org.

Q161. I work with an agency serving youth experiencing homelessness. I am wondering if since we may use funds to expand existing programs, may funds then be used to hire new staff positions? And, may funds be used for youth wages/stipends?

A161. Yes, funds can be utilized to hire new staff positions and for youth wages/stipends. However, it needs to be made clear in your application how they will help advance the goals of your program.

Q162. Is there a limit to the letters of support an applicant can submit or the number of pages for the narrative?

A162. Applications will be submitted electronically through an online application in the [Cal E Grants portal](#). There is a 3000 character limit for each question. We encourage you to create an account and login to the portal to review the application. There is not a limit to the number of Letters of Support that can be submitted.

Q163. Please expand on what "educational or related" services refers to. We offer considerable informal training but no formal educational program.

A163. It is intentionally left broad so each applicant can propose services that meet the needs of your target populations. You will need to provide information on how it leads to the overall goal and intent of the initiative.

Q164. 3,000 characters with or without spaces? I believe each space counts as a character.

A164. Please submit a question to the BB email. This will be a question for our IT session.

Q165. Will we only do letters of support and no MOU's?

A165. We are not requiring MOU's, only a Letter of Support from your required partner.

Q166. Is the grant for single-year or multi-year funding?

A166. The grant term is 16 months.

Q167. For clarity, will we be able to use some of the funding for training costs?

A167. Yes, some of the funding can be used for supportive services, which encompasses training costs. We ask that you are clear in your application on how the funding will be used.

Q168. For letters of support, can we use previous letters that were drafted for our RFAs if the partner is still active? Or should we have new letters?

A168. We ask that these letters are current and specific to the proposed project since partnerships can change over time.

Q169. Can we still submit questions by Aug 25th?

A169. Yes, you can still submit questions to our email address at breakingbarriers@foundationccc.org. The deadline for question submission is Aug 25th at 1pm PST.

Q170. Could you give a little heads up on how the Cal-E site will be vs CalJOBS? We are so used to CalJOBS.

A170. The Cal E Grants portal will allow for capturing of all data points without the need for supplemental reports.

Q171. Will technical support to apply be provided up until the submission date, or should those questions also be sent before August 25th?

A171. We recommend you get your questions in before Aug 25th.

Q172. Might it be difficult in the process, if an org does not have an established relationship with a workforce board, to be able to reach out, notify our local board of our intent to apply, and ask for a letter of support? To clarify, if a relationship is not yet established, would this be a barrier to an application process given the timeline/deadline?

A172. A collaborative partnership between a CBO and a local workforce development board is required. The partnership may be newly formed as long as both entities are committed to approaching the project and service delivery collaboratively (and not only as an as needed basis).

Q173. What are the stipulations for the matching funds? Can internal funds be used?

A173. Yes, match funds may include staff time from internal or contracted partners and may come from a variety of funding sources. Match sources and amounts need to be identified in the application.

Q174. When will we be notified of the proposal status?

A174. Award notices are intended to be released October 31st, however the date is subject to change.

Q175. Is there a max % of the budget allowed for Admin costs?

A175. Yes, up to 10% can be applied to the total amount to cover administrative costs. The indirect rate may exceed 10% with proof from the cognizant agency of a federally approved rate.

Q176. Are there any limitations on any staff positions that could be included?

A176. There are no requirements on the type of staff positions that can be included, but all staff with allocated salaries to the grant must be contributing directly to the project.

Q177. Is it recommended to have one org based in multiple locations submit multiple RFA or one?

A177. Only one can be submitted per organization, but service delivery can cross multiple cities.

Q178. In the application, do we need to specify which of the eligible activities our program falls under?

A178. Yes, you will need to identify the activities that will be performed under the grant.

Q&A - Week of August 15

Q179. Are the Letters of Support only for the workforce development boards or can we submit letters from local city council members/police/probation departments that we work with?

A179. CBO applicants are only Letters of support are only required from required partners. The only required partnership for this initiative is between one community-based organization and one local workforce development board. Additional Letters of Support may be submitted, but are not required.

Q180. What is your definition of CalWorks; receiving SNAP (Food Stamps), receiving TANF (cash aid) or both?

A180. CalWORKs Participant: Participant of a program that gives cash aid and services to eligible needy California families. If a family has little or no cash and needs housing, food, utilities, clothing or medical care, they may be eligible to receive immediate short-term help.

Q181. What are STD 204 and 205 documents, are these tax documents, and are they required for submission?

A181. The [STD 204](#) is a required tax document. The [STD 205](#) is supplemental to the STD 204 and should be submitted if applicable.

Q182. Last Q&A I saw that the text fields have a 3,000 character limit. Can you confirm that this is also true for the question below on the participant plan? I am curious because the Work Plan text fields have a 500 character limit.

A182. This will be confirmed via the ETP Cal-E-Force Team.

Q183. Is it required to have a goal for each outcome in the participant plan? Or, can we just have goals for the ones that apply to us? For example, if we don't place people in state-approved internships, should our goal just be zero?

A183. You only need to set goals that apply to your proposed initiative. If it doesn't apply, your goal can be set to zero.

Q184. On page 23, allowable cost table, it reads: Equipment Costs that are within the objectives of this RFA will be closely scrutinized to determine purchases meet the intent of the funding and show long-term sustainability. Would purchase of a vehicle to address transportation barriers be an eligible cost? Would a vehicle be considered equipment?

A184. If this or any other equipment cost requests are necessary to the performance of the grant and acquired at a fair market price, they will be reviewed and considered on a case by case basis. You will want to thoroughly explain why this cost is aligned with the proposed initiative.

Q185. We understand that the role of local workforce development boards is to ensure a connection between community-based organizations and the America's Job Center of California system. Does that mean that participants of this program will need to be registered in the AJCC system? If so, is it the responsibility of the WDB to do so? Does the partner WDB need to be an active participant in the planning and execution of the program or can they be involved in primarily an advisory capacity?

A185. Applications should clearly demonstrate an integrative approach to service delivery through partnerships between community based organizations and local workforce development boards. Applicants should articulate the intended program outcomes, including participant registration in the AJCC system and/or other outcomes that are aligned with the goals and intent of the Breaking Barriers to Employment Initiative. Responsibilities should be determined by the partners involved and outlined in the application.

Q186. Up to two bonus points may be awarded to lead applicants if at least 25 percent of their organization's staff reflects the target populations they serve. Up to two bonus points may be awarded to lead applicants if at least 51% of executive leadership reflects the target populations they serve. How do we need to document this? Do you need employees' names or titles, or can we give general information? Who will this information be shared with if you need names and titles? Do the circumstances of being a target population need to be a current situation, or can it be that they have experienced it in their lifetime? Our staff is

ever fluctuating, do we need to maintain the ratio, for the duration of the grant, or just at the time of the application? Our executive leadership is 80% women. According to the category below, would this qualify as a target population? *Population groups disproportionately impacted by occupational segregation and underrepresented in jobs by the Department of Fair Employment and Housing (DFEH) in their enforcement of the California Equal Pay Act.*

A187. An organizational chart or other supporting document of the applicants choosing is required to demonstrate the organization meets the requirement. The documentation provided should serve as sufficient support to verify that 51% or more of the executive leadership directly reflects and identifies with the target population(s) served. The information shared will only be seen by the application review team.

Q187. I believe a few of these bonus points have changed. Can you please spell out the new guidelines on the FAQs? I am thinking we still have an optional 15 bonus points, but I want to be sure.

A188. Bonus points available under the Target Populations section of the scoring rubric outlined in the RFA have been revised, and there are now 14 total bonus points available.

- The following three statements have been removed:
 - at least 51% of its board of directors identify as immigrants/people of color (1 point),
 - 51% of executive leadership identify as immigrants/people of color (1 point) and/or,
 - at least 51% of the population being served identify as immigrants/people of color (1 point).
- The following was added to align more closely with AB628:
at least 51% of executive leadership reflects the target populations they serve (2 points).